

Key Takeaways

- Lear provides equal opportunity to everyone regardless of their protected status
- Discrimination in employment based on any protected category is prohibited
- All business decisions must be based on merit and available facts, not on unlawful discriminatory factors

At Lear Corporation, we value the diversity of our people and their perspectives. We are committed to providing equal employment opportunities to everyone, regardless of race, sex, color, veteran status, national origin, disability, sexual orientation, gender identity or expression, pregnancy, age, religion, genetic information, or any other legally protected status. This commitment upholds our long-standing policy to comply with all applicable anti-discrimination employment laws.

This policy applies to all aspects of employment, including:

- Hiring and recruiting
- Training and transfers
- Promotions and compensation
- Benefits and discipline
- Termination and all other terms and conditions of employment

Each of us, regardless of position, has the responsibility to ensure that all business decisions are based on merit and available facts, not on unlawful discriminatory factors.

We will provide reasonable accommodation for qualified individuals with a disability and for pregnancy, childbirth, or related medical conditions, as required by law, provided they do not cause undue hardship for Lear. Employees needing reasonable accommodations to perform their essential functions should speak to their local or regional Human Resources representative.

We prohibit discrimination based on any protected category. Retaliation for reporting or participating in an investigation of a violation or suspected violation of this policy is also prohibited. Lear will take disciplinary action, up to and including dismissal, against anyone who engages in discrimination or retaliation.

If you believe you have experienced discrimination or retaliation, if you have any questions or complaints about equal employment opportunities, or if you are otherwise aware of any actual or suspected violations of this policy, please notify Lear immediately through one of the following channels:

- Speak to a local Human Resources representative
- Call the [Toll-Free Ethics & Compliance Helpline](#) available 24/7
- Complete an [Online Webform](#)
- Email compliance@lear.com.

This policy establishes a global minimum standard for equal opportunity in employment. Because local laws may vary, local policies and procedures may supplement or modify this global policy to comply with local legal requirements. Employees should consult their local Human Resources department for any applicable local policies or supplements.